

ABSTRACT

The problem in this research is how to reduce the turnover intention of PT. Besi Baja Makmur employees. This study aims to determine the influence of the work environment on turnover intention through organizational commitment in PT. Besi Baja Makmur employees as an intervening variable.

Data collection in this study was conducted using a questionnaire. Data testing techniques used were regression analysis, intervening tests, and partial tests/t-tests.

The results of the study indicate that There is a negative influence of the work environment on turnover intentions among employees of PT. Besi Baja Makmur; There is a positive influence of the work environment on organizational commitment. This means that the better the work environment, the higher the organizational commitment; There is a negative influence of organizational commitment on turnover intentions among employees of PT. Besi Baja Makmur. This means that the higher the organizational commitment, the lower the turnover among employees of PT. Besi Baja Makmur.

Keywords: *Work environment, organizational commitment, turnover intention.*

